

AGENDA ITEM SUBMITTAL

Otero County Commission

Submitted by: Cassie Green, Human Resources Director

Meeting date: Thursday, April 08, 2021

Subject:	Request approval to adopt the Otero County Wage and Compensation Study.
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Research/Background:

The last Wage and Compensation Study was done in 2009 and we needed to see how the County compares to other employers in the surrounding area. The County went out to bid for the Wage and Compensation Study in August 2019. On 10/10/2019 the Board approved to award the bid to Paypoint HR. Paypoint HR completed the study and submitted the final report in May 2020. This study does not guarantee raises be given to any employees. This study is a reference point to help the County when raises are requested, new positions, etc. This study is to help the County with employee retention as it shows again how the County compares to surrounding employers.

Fiscal Impact/Funding Sources:

Staff/Department Recommended Actions:

County Attorney Review (*if needed*):

Supporting Documents/Attachments/Links